

Transition Board – Shetland Merger Project

Committee	Transition Board – Shetland Merger Project
Subject	Board Composition and Skills audit
Action requested	<input type="checkbox"/> For information only <input checked="" type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For approval
Brief summary of the paper	To review the proposed development for the board To approve skills matrix for the Transition board and encourage completion to inform board recruitment in the future
Resource implications [if yes, please provide detail]	No Click here to enter text.
Risk implications [if yes, please provide detail]	Yes A board with a lack of the range of expertise required for overseeing merger activities and new college could pose a risk to successful merger and college running
Date paper prepared	24-Jul-20
Date of committee meeting	05-Aug-20
Author	Jane Lewis
Equality and diversity	No
Status	Non-confidential
Freedom of Information Can this paper be included in 'open' business?*	Yes
Status following the meeting	

1. Transition Board Development

In order for the board to work as effectively as possible it needs to reflect on its own development to provide effective governance to the organisation it is supporting. The following training has been identified for the new board and will be made available for board members.

Governance within UHI and board responsibilities within that – *provided by UHI, 2 hour workshop*

Risk management and developing our risk register – *provided by UHI, 2 x 2 hours workshops*

Developing a collaborative and high performing board – *provided by College Development Network, 5 sessions covering effective governance and effective communication*

Following feedback from the recent consultation strong engagement is sought by the colleges with their new board and so visits to colleges and train Shetland will be an important element of board development.

The board is asked to:

- **Consider the training sessions above and identify if any further areas of training are required at this stage**

Diary dates around the UHI sessions will be circulated as soon as possible. The CDN training proposal is being refreshed and diary availability for this will be explored once the new Chair has been appointed.

2. Transition Board Skills Audit

A diverse board is more likely to be able to fully support and guide the merger process and the running of the new college. A range of skills is required for this and needs to be tailored to the activities and aims of the body it governs.

We need to establish what this range of skills is and then review the expertise on the board to ensure we recruit and maintain the appropriate spread of expertise on the board.

The board is asked to:

- **Consider the skills matrix and amend as required**
- **Complete the agreed matrix with their areas of expertise**

At a future board meeting we will review gaps in expertise and determine how they might be addressed in future appointments.

Suggested areas of expertise required by the board

Legal

Finance

HR

Education

Research

Industry (identify sectors)

Media/Communications

Governance

Policy/Strategy